



# Identification of Key Positions Manpower and Force Management Career Program Manpower Policy, Plans And Programs Division DCS, G-1



# Purpose

- To Define the Criteria for Key Positions
- To Identify the Number and Location of Key Positions
- To Identify Retirement Eligibility of Incumbents
- To Discuss the Way Ahead



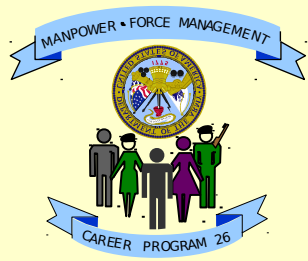
# Definition of Key Positions

- CP26 ACTEDS Plan Defines as:
  - Key Positions Have Significant Responsibility for Supervision or Direction of Manpower and Force Management Functions at Installation, MACOM, FOA, and HQDA Level
    - Civilian Chiefs of Garrison, Depot, or Community Manpower/Force Mgmt Divisions (GS-12/13)
    - Civilian Chiefs of Manpower/Force Mgmt Divs of MACOM HQ, MSC, and FOAs (GS-13/14/15)
    - Chiefs of Manpower/Force Mgmt Divs and Branches at HQDA and FOAs (GS-14/15)



# Number of Key Positions

- Number of Positions with “Supervisory”, “Officer”, “Lead” in Position Title:
  - GS-11 = 3      - PAY BAND = 6 (13/14/15)
  - GS-12 = 32
  - GS-13 = 70
  - GS-14 = 76
  - GS-15 = 22
  - **Grand Total = 209 Key Positions in CP26 that Meet the ACTEDS Definition**
- **Source: ACPERS Aug 03**



# Where Are They?

- Commands With Over 10 Key Positions:
  - USAREUR 19
  - IMA 10
  - FORSCOM 30
  - MEDCOM 17
  - TRADOC 27
  - AMC 22
  - HQDA/CSA 44



# Retirement Eligibility

- Percentage of Employees Eligible to Retire Within 5 Years:

GS-15	48%
GS-14	63%
GS-13	48%
GS-12	49%
GS-11	41%



# What's Next?

- Need to Develop a Solid Career Management Approach to Professional Development
- Consider HR Initiatives – ATLDP, SAW
- Integrate with CP26 Strategic Plan